

## Seed Team Post-Training Competency Evaluation

<b>Full name:</b>			
<b>Agency:</b>		<b>Date of administration:</b>	
<b>Profession:</b>		<b>Administered by: (Trainer name)</b>	
<b>Role:</b>		<b>Trainer Agency:</b>	

Thank you for participating in the Seed-Team Training. Please fill out this quick survey and let us know your thoughts on some of the training skills required to be a seed team trainer. Please circle your responses using a pen.

### Interpersonal Skills

Category	Statement				
<b>Nonverbal Communication</b>	I demonstrate active listening using appropriate nonverbal communication (e.g., eye contact, facial expressions, and body language).	<input type="checkbox"/> Never	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Almost Always	<input type="checkbox"/> Always
	I can recognize and adjust my nonverbal cues to create a safe and supportive environment.	<input type="checkbox"/> Never	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Almost Always	<input type="checkbox"/> Always
<b>Verbal Communication</b>	I use paraphrasing, summarizing, and clarifying techniques to ensure I understand others.	<input type="checkbox"/> Never	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Almost Always	<input type="checkbox"/> Always
	I am confident in maintaining a nonjudgmental and supportive tone when speaking with someone distressed.	<input type="checkbox"/> Never	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Almost Always	<input type="checkbox"/> Always
<b>Rapport Building</b>	I can establish trust and rapport with someone quickly and effectively.	<input type="checkbox"/> Never	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Almost Always	<input type="checkbox"/> Always

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	I use strategies that make others feel heard and supported in conversations.	<input type="checkbox"/> Never	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Almost Always	<input type="checkbox"/> Always
<b>Empathy and Warmth</b>	I am able to convey empathy and warmth through my words and actions.	<input type="checkbox"/> Never	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Almost Always	<input type="checkbox"/> Always
	I feel confident acknowledging and validating the emotions of the FSI-R trainees/families in a meaningful way.	<input type="checkbox"/> Never	<input type="checkbox"/> Sometimes	<input type="checkbox"/> Almost Always	<input type="checkbox"/> Always

### Inclusivity

**Scenario:** A trainee hesitates to participate in a discussion about family dynamics, suggesting discomfort.

1. How prepared do you feel to create a safe and inclusive environment in this situation?

1 Not prepared	2 Slightly prepared	3 Somewhat prepared	4 Extremely prepared
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2. Which strategy would you use to address the trainee's discomfort (select all that apply)?

- Allow the trainee to opt out of the discussion.
- Offer reassurance and encourage small, low-pressure contributions.
- Ask the trainee why they are feeling discomfort in the discussion
- Model empathy and share your own experiences to build trust.

### Group Facilitation

**Scenario:** During a group discussion on "confidentiality," two trainees have an escalating disagreement.

3. What facilitation strategy would you use to manage the situation (select all that apply)?

- Acknowledge both perspectives and remind trainees of ground rules.
- Redirect the conversation to focus on shared goals.
- Take a short break to allow the group to reset.
- Let them discuss their disagreement out publicly and then intervene

### Behavior Management

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**Scenario:** A trainee becomes visibly distressed during a discussion about trauma and leaves the room without explanation.

4. What is the most appropriate response (select one)?

- A. Pause the session and check on the trainee immediately.
- B. Continue the session and follow up with the trainee later.
- C. Ask another trainee to check on the distressed individual.
- D. Resume the session and discuss the importance of self-care.

### **Teaching and Training Skills**

**Scenario:** After delivering a session, some trainees appear confused about the key takeaways but are hesitant to ask questions.

5. What would you do to assess their understanding and clarify the material (select all that apply)?

- Use an anonymous survey to gather feedback on the session.
- Review the key points and invite questions openly.
- Break the group into smaller discussions to identify misunderstandings.
- Openly call out and ask the trainee who is confused if they want to like to discuss their confusion